



To:  Pacific Area Local(s)  
 Western Area Local(s)  
 So. West Area Local(s)

September 17, 2009

Omar Gonzalez  
APWU Western Regional Coordinator  
500 Airport Blvd., Ste. 450  
Burlingame, CA 94010

Withholding Info  
 Staffing Issue(s)  
 Status Update  
 Grievance Administration  
 Please review, take action  
and reduce issues to writ-  
ing  
 Comments

**Omar M. Gonzalez, Coordinator**

This is to advise you of the intent of the Sacramento District to utilize the provisions of Article 12.5.C.5 of the National Agreement to involuntarily reassign 25 full-time Level 6 clerks from the craft and/or installation at the Fresno bid installation. The basis for this action is the ongoing loss of workload. The current complement exceeds the staffing requirements as reflected in the attached baseline documents.

The impacted employees will be advised by separate letter of their involuntary reassignments. The final placement date would normally be no earlier than March 27, 2010; however, based on the ongoing loss of work load and the financials of the company, it may be necessary to begin the placement process earlier than that date. It may also be necessary to utilize the provisions of Article 7.2.B of the National Agreement to detail some or all of the impacted employees during the notice period in order to provide them with a work opportunity.

By copy of this notice, the Pacific Area will withheld up to 25 full-time residual assignments in the clerk, carrier, mail handler and custodial crafts in offices and plants within a 200 mile radius for placement of the impacted clerks.

Attached is a copy of the automated impact statement and the baseline data supporting the need to excess along with a seniority list with the names of the full-time level 6 clerks who have been identified to be excessed.

If you wish to meet on this matter, please contact Carol Hunt at (858) 674-3180 on or before close of business on September 21, 2009 to make the necessary arrangements.

Mike Thomas  
Manager, Labor Relations

Attachments

cc: Area Manager, Human Resources  
Area Manager, Operations Support  
Area Manager, Finance

cc: District Manager, San Francisco District  
Manager, Human Resources, San Francisco District  
Area Complement Coordinator with attachments  
District Complement Coordinator with attachments  
M. Peralta, NALC with attachments  
R. Siu, NPMHU with attachments

# WorkHour Impact Report

Impacted Bid Cluster	FRESNO POST OFFICE
Installation Address	
Area Name	PACIFIC
Impact Type	Reduction Other Than by Attrition
Date of Impact	03/27/2010
Period (Dates) of Review Performed	08/30/2008 thru 09/11/2009
Report Prepared By	Linda Shumate
Report Prepared Date	09/15/2009
Reviewed By	Rosemarie Fernandez
Phone	(916) 373-8001

# WorkHour Impact Report

Craft = CLERK

	A Current Average Weekly Hrs	B Planned Weekly Hrs	C Weekly Hrs Savings	D Monthly Savings	E Annual Work Hours Savings	F Annual FTE Savings	G Current FTE Yearly Hr Rate
Total	6120	5136	-984	-3936	-51168	-29	1768

## OverTime Impact

	Current OT Average Weekly Hrs	Current OT Rate	Planned OT per Week from changes	Additional Planned OT per Week	Percent Planned OT per Week	Planned OT Hours per Week	Planned OT Rate
Total	360	5.9%	-131.99	0		228	4.4%

## WorkHour Impact Report

### Casuals

a. Current Number of CLERK Casuals on Rolls	0
b. Current Total Non-OverTime CLERK Casuals Hours per Month	0
c. Planned Reduction in Total Non-OverTime CLERK Casuals Hours per Month	0
d. Number of CLERK Casuals that will have Reduced Hours	0
e. Number of CLERK Casuals that will be Terminated	0
f. Number of CLERK Casuals Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining CLERK Casuals	

There are no casuals in this office

### Part Time Flexible (PTFs)

a. Current Number of CLERK PTFs on Rolls	0
b. Current Total Non-OverTime CLERK PTFs Hours per Month	0
c. Planned Reduction in Total Non-OverTime CLERK PTFs Hours per Month	0
d. Number of CLERK PTFs that will have Reduced Hours	0
e. Will there be any CLERK PTFs Excessed from Craft or Installation	NO
If Yes how Many CLERK PTFs	0
f. Provide Narrative Explaining need for Excessing	

There are no PTF's. This is a 200 man year office.

### Transitional Employees (TEs)

a. Current Number of CLERK TEs on Rolls	0
b. Current Total Non-OverTime CLERK TE Hours per Month	0
c. Planned Reduction in Total Non-OverTime CLERK TE Hours per Month	0
d. Number of CLERK TEs that will have Reduced Hours	0
e. Number of CLERK TEs that will be Terminated	0
f. Number of CLERK TEs Remaining After Impact	0
g. Provide Narrative Justifying need for Remaining CLERK TEs	

Te"s are not authorized in the clerk craft in field offices.

## WorkHour Impact Report-CLERK

### Preliminary Summary

a. Total Planned Non-OT Reduction per Month for Regulars and PTRs	-3936
b. Planned Reduction in Total OT Hours per Month	-528
c. Planned Reduction in Casual Non-OT Hours per Month	0
d. Planned Reduction in PTF Non-OT Hours per Month	0
e. Planned Reduction in TE Non-OT Hours per Month	0
e. Total Planned Non-OT Hours per Month	20544
f. Total FTE Savings	-29